



EXAMINATION ANNOUNCEMENT

CALIFORNIA HOUSING FINANCE AGENCY  
California State Government

EQUAL OPPORTUNITY TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE OR SEXUAL ORIENTATION. IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

HOUSING FINANCE OFFICER (RENTAL)  
Open Spot Exam for Sacramento

Who Should Apply

Applicants who meet the minimum qualifications (Requirements for Admittance to the Exam) listed below.

How to Apply

Examination Applications (STD 678) are available and may be filed in person or by mail with the:

Exam Analyst  
California Housing Finance Agency  
1121 L Street, 7th Floor  
Sacramento, CA 95814

Applications are also available and may be filled out on line at State Personnel Board's website at [www.spb.ca.gov](http://www.spb.ca.gov)

Do Not submit your application to the State Personnel Board.

**Note: All applications must include "to" and "from" dates (month/year), time-base, and position title and description for each relevant position held. We will be unable to process your application without this information.**

Continuous Testing

Testing is considered continuous as examining dates may be set at any time. The testing period for this examination will close **August 8, 2003**. All applications received after this processing date will be held for the next processing period. The Human Resources office will accept applications continuously and will notify and test applicants as needs warrant.

If you have a disability and need special testing arrangements, mark the appropriate box on the Examination Application (STD 678). You will be contacted to make specific arrangements.

Competition Restrictions

Competitors who are eliminated for not meeting the minimum requirements as stated on this examination bulletin may reapply when the entrance requirements are met. **A candidate may be tested only once per year.**

Monthly Salary Range

\$5,441 – 6,577

Qualifications Appraisal

It is anticipated that interviews will be held in September in Sacramento.  
**Note:** Applicants are required to bring a photo ID or two forms of identification to each phase of the exam process.

**Note:** All applicants must meet the education and/or experience requirements for this exam by the final filing date.

Requirements for Admittance to the Examination

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "Or" II, "Or" III etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an exam as meeting 100% of the overall experience requirement.

**Either!**

One year of experience in the mortgage operations of the California Housing Finance Agency at a level of responsibility equivalent to that of a Housing Finance Specialist.

**Or II**

**Experience:** Five years of mortgage loan experience, including one year of responsibility at the management level in a commercial bank, mortgage bank, savings and loan association, State housing finance agency, or in a closely related institution. (A Master's Degree in Planning, Economics, Business, Government, Finance or a related field may be substituted for one year of the required experience.) **and**

**Education:** Equivalent to graduation from college, preferably with a degree in Planning, Economics, Business, Government, Finance or a related field. (Additional qualifying experience may be substituted for the required education on the basis of one year of experience equals two years of college education.)

Position Description and Location

Incumbents may perform duties in one of the following areas:

**Special Needs/Supportive Housing**

This position will be the primary contact and mortgage loan underwriter for the Agency's Special Needs Loan Program, which provides permanent financing for the new construction or the acquisition and rehabilitation of affordable housing for people with special needs. The position requires a thorough understanding of the housing and services needs of special needs populations, the ability to think creatively about the financing of these complex and difficult developments, and the ability to coordinate the resources necessary to make these financings possible.

**Preservation/Acquisition/Rehabilitation**

This position will be the primary contact for the Agency's Preservation Program, which provides both short- and long-term financing for the acquisition and rehabilitation of affordable housing at risk of being converted to market rate housing, as well as for the Agency's Acquisition/Rehabilitation Financing Program, providing permanent financing for the acquisition/rehabilitation of existing affordable housing and market rate conversions to affordable housing. The position requires a thorough understanding of Section 8 and related HUD programs and of the Rural Development 515 program, multifamily loan underwriting, and rehabilitation construction standards.

**Special Lending Programs**

This position will be a primary contact and program manager for the HELP (Housing Enabled by Local Partnerships) program and other initiatives to provide affordable housing loans to local government entities. This position will serve as the resource expert and advisor, and manage loan transactions with high dollar volumes and significant financial complexity. Some of the duties may include program outreach, development of loan products and programs, provide technical assistance to developers and local government entities, negotiate and underwrite complex loan transactions.

\* SEE REVERSE SIDE FOR ADDITIONAL INFORMATION \*

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|                             | <p>These positions may also be responsible for coordinating with the Agency’s Asset Management, Legal and Architectural staffs and for coordination of due diligence with respect to the property, the project and the borrower.</p> <p>These positions will also coordinate state and local program and housing resources as appropriate to facilitate project development and may supervise a small team of Housing Specialists.</p> <p>The ideal candidate would possess a thorough understanding of local, state, and federal affordable housing programs, all phases of construction lending, mortgage insurance programs, and single and multifamily mortgage financing. Candidates should also possess excellent analytical, verbal and writing skills, and be proficient in Microsoft Excel and Word</p> <p>These positions will be located in Sacramento.</p>   |
| Examination Information     | <p>This examination will consist of a qualifications appraisal interview only. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained.</p> <p><b>QUALIFICATIONS APPRAISAL – WEIGHTED 100%</b></p> <p>Competitors who do not appear for the qualifications appraisal interview will be disqualified.</p>  |
| Scope                       | <p>In addition to evaluating the competitor's relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's:</p> <p><b>Knowledge of:</b> The policies and operations of the California Housing Finance Agency; real estate transactions, including appraisal and property evaluation techniques; the mortgage loan market and basic mortgage loan procedures, especially multiunit dwelling commercial and conventional loan procedures; methods, principles, terminology used in appraising, buying, selling, financing, leasing, repossessing, and managing real property; factors affecting property values and real estate trends; mortgage credit requirements; local rental markets, affirmative marketing procedures and policies, and Federal subsidy programs.</p> <p><b>Ability to:</b> Perform various calculations with regard to mortgage financing; analyze data and draw sound conclusions; prepare clear, complete and concise reports; establish and maintain cooperative relationships with others; analyze income property feasibility; speak and write effectively, negotiate agreements with developers; keep current with mortgage market; prepare and present complete, concise and clear loan proposals; supervise the work of others.</p> |
| Eligible List               | <p>The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.</p>  |
| Veterans Preference Credits | <p>Credit will not be granted in this exam because it does not qualify as an entrance examination under the law.</p>   |

GENERAL INFORMATION

It is the candidate's responsibility to contact the **CalHFA - Exam Analyst (916) 324-4945** three days prior to the written last date if he/she has not received his/her notice.

For an exam without a written feature it's the candidate's responsibility to contact the **CalHFA- Exam Analyst (916) 324-4945** three weeks after the final filing date if he/she has not received a progress notice.

If a candidate's notice of oral interview or performance test fails to reach them prior to the day of interview due to a verified postal error, they will be rescheduled upon written request.

Applications are available from the State Personnel Board offices, local offices of the Employment Development Department and the Department noted on the front.

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The State Personnel Board reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, oral interviews are scheduled in Sacramento, San Francisco, and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) servicewide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin.

**Promotional Examinations Only:** Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2 and 237 contain provisions regarding civil services status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices or at the Information Counter of State Personnel Board offices.

**Veterans Preference:** California law allows granting of veterans preference points in open entrance examinations and open non-promotional exams. Credit in **open** entrance examinations is granted as follows: 10 points for veterans, widows and widowers of veterans, and spouses of 100% disabled veterans; and 15 points for disabled veterans. Credit in **open non-promotional** examinations is granted as follows: 5 points for veterans; and 10 points for disabled veterans. If you established your veteran's eligibility with the State Personnel Board before August 21, 1994, you must **reapply**. Due to changes in the law, effective January 1, 1996, veterans who have achieved permanent civil service status are not eligible to receive veterans' credits. Directions for applying for veterans' preference points are on the veteran preference application form (Form 1093), which is available from State Personnel Board offices, written test proctors, and the Department of Veterans Affairs, P.O. Box 942895, Sacramento, CA 94295-0001.

**Career Credits:** In open, non-promotional examinations, career credits are granted to: 1) State employees with permanent civil service status, 2) full-time employees of the State who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served on full year in or are graduates of the California Conservation Corps (eligibility shall expire 25 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the exam. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in State civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their civil service status in the appropriate section of the Examination Application for STD 678. (Section 4 of Article VII of the California Constitution is posted at the State Personnel Board, 801 Capitol Mall, Sacramento.)

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Interview Scope:** If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development and the progress he/she has made in his/her efforts toward self-development.

**High School Equivalence:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

**California Relay (Telephone) Service for the Deaf or Hearing-impaired.** From TDD phones: 800-735-2929. From voice phones: 800-735-2922.